

**Center for Health Workforce Planning
Bureau of Health Care Access
Iowa Department of Public Health**

Iowa's Mental Health Workforce

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Executive Summary

Momentum exists now to improve the mental health care provided to Iowa citizens. This report provides data that can be used by many groups who are studying approaches to improving mental health care. Legislators, professional groups, educators, citizen groups, and professional boards are among those that can use the data to craft changes within and among their groups. Some general findings of the report are listed below:

- Mental health workforce shortages have not been defined using measurable criteria.
- Several recent studies have identified perceived needs for mental health workers in Iowa.
- The Health Resources Services Administration (HRSA) data ranks Iowa 47th among states in psychiatrists per 100,000 population and 46th for psychologists per 100,000 population in 2000.
- When determining the number of mental health professionals providing direct care in any profession, several factors must be considered:
 - Active licensure may be defined differently by each profession
 - Approximately 13 percent of active licensees in each profession live out-of-state
 - The number employed in Iowa, the number giving direct care, and full-or part-time employment status is not available for all professions
- Of the 24 Iowa health professions studied in 2005, fifteen (63%) projected more than 20 percent of their licensees to be age 55 and older compared to the national data of 13.9 percent which reflects all types of occupations. Those professions servicing the mental health needs of Iowans exhibited the highest combined percentage of licensees age 55 and older. Using the sole criteria of age, psychologists (47%) and health service providers (45%) are at greatest risk of high attrition. Marital and family counselors (38%), psychiatrists (35%), and mental health counselors (34%) complete the professions where over 30 percent of active licensees were age 55 or older in 2005. Iowa is likely to lose a considerable number of experienced mental health professionals in the next ten years due to retirement.
- The gender of mental health professionals generally mirrors national statistics except for psychologists. In Iowa there is a preponderance of males in the profession.
- The numbers of first time licensees in most mental health professions have remained relatively steady since 2000. Marital and family therapist numbers have declined the most followed by mental health counselors. Physician assistant licensees show a slight increase.
- The southern two tiers of counties and the northeast quadrant of Iowa have the fewest mental health professionals of all types. There are three mental health catchment areas without any psychiatrist. The need for child and adolescent psychiatrists is most acute in western Iowa.
- Among mental health professional groups, 40- 88 percent of first time licensees obtained their education outside of Iowa.

Recommendations

Based on the information found while completing this study, the following recommendations are put forth:

1. That the Bureau of Professional Licensure and the Office of Statewide Clinical Education Programs combine efforts to gather and report detailed employment information about mental health professionals working in Iowa.
2. That the Bureau of Professional Licensure continues their efforts to activate an on-line licensure renewal process in order to facilitate collection and reporting of employment and education information.
3. That education programs and professional organizations determine ways and means to recruit and retain more students into mental health professions.
4. That education programs provide to as many students as possible, ease of access to mental health curriculums and continuing education updates through the use of e-learning.
5. That legislators determine ways to provide incentives such as loan repayments to graduates and new hire assistance to potential employers of Iowa mental health graduates who practice in the state.
6. That professional associations assist in developing a working definition of what constitutes a “shortage” in their profession that includes, but is not limited to, budgeted vacancies.
7. That licensure boards review the scope of practice, educational requirements including internships, licensure procurement processes, and procedures for endorsement of out-of-state licensees in order to facilitate timely entry into practice.
8. That citizen groups use the data to inform their constituents and make recommendations to legislators.
9. That practice and education develop collaboratives that expand local opportunities for clinical experiences leading to licensure and/or certification.
10. That health professionals and associations promote awareness among employers regarding competencies, prescribing authority and reimbursement issues impacting advanced registered nurse practitioners, physician assistants, and other mental health professionals
11. That health professions explore practice models that improve the quality and efficiency of mental health services.

Numerous publications, agencies, and speech makers have indicated that there is a shortage of mental health professionals in Iowa yet little research has been conducted to quantify or define what constitutes a “shortage.” There are several sources of data that provide information about a potential shortage concerning the mental health workforce in Iowa but no studies or groups have assumed the task of matching the workforce supply with demands or needs of the population. The purpose of this study was to add to the growing body of knowledge about the current licensed mental health professionals in Iowa. It details the characteristics of psychiatrists, psychologists, health service workers (licensed psychologists with additional training in the clinical area), marital and family therapists, mental health counselors, physician assistants, and advanced registered nurse practitioners and social workers specializing in psychiatric care. Data relevant to reimbursement, substance abuse, and primary care physician service to the mentally ill were not considered in this report.

Recent Studies Related to Mental Health Issues in Iowa

In a study conducted by the Center for Health Workforce Planning, potential shortages of Iowa’s licensed health care workers were identified and prioritized.¹ Birth dates of nearly 81,000 active Iowa licensees, representing 24 major health occupations, were categorized. Professions where 20 percent or more of the licensees were age 55 or older in 2005 were identified as most at risk for shortage. It was assumed that those professions would experience a high number of retirees within the next ten years.

Of the 24 groups studied, 15(63%) projected more than 20 percent of their licensees to be age 55 or older compared to the national percentage of 13.9 which reflects all types of occupations. Those professions servicing the mental health needs of Iowans exhibited the highest combined percentage of licensees age 55 or older in 2005. Using the sole criteria of age, psychologists (47%) and health service providers (45%) were found to be at highest risk. Marital and family counselors (38%), psychiatrists (35%), and mental health counselors (34%) complete the professions where over 30 percent of active licensees are age 55 or older. Other mental health professionals in the 20 – 30 percent group included social workers (28%), advanced registered nurse practitioners (24%), and primary care physicians and registered nurses (23% each). These percentages indicate the probability that services to Iowa’s mental health consumers will decline substantially during the next decade. This comes at a time when access to mental health services is already declining.²

Another recent study concerning barriers to mental health access was conducted by Iowa’s Critical Access Hospitals (CAHs).³ Forty-eight of sixty-seven (72%) respondents deemed mental health services to be a key issue facing rural communities. The study identified reimbursement issues and lack of insurance coverage as primary factors affecting access to mental health services. Recruitment and retention of mental health workers were also important issues. Although 90 percent of survey respondents indicated they were not recruiting mental health practitioners, the reason was mainly because the facility did not have a mental health unit. The study identified that wait times for outpatient services were reported most commonly as 1-2 weeks (43%). Waits of one week or less were cited by 34% of respondents while those reporting 4-6 week waits were 5 percent. Two percent reported 8–12 week waits.

The Primary Care Office of the Iowa Department of Public Health provided additional evidence of a potential shortage of mental health professionals. This office is responsible for determining health professional shortage areas (HPSAs) within the state. These federal designations are based

on criteria set forth under Section 332 of the Public Health Service Act. HPSA determination criteria include 1) urban versus rural geographic areas, 2) population groups, and 3) facilities with potential shortages of health professionals. Designations are intended to identify communities with diminishing health care services and to provide them with opportunities for improved access to and availability of care. Mental health HPSAs indicate desirable ratios of population to “core” mental health professionals, namely psychiatrists, clinical psychologists, clinical social workers, psychiatric nurse specialists, and marriage and family therapists.⁴ Eligible communities can apply for state and federal assistance to recruit and retain health professionals, access additional reimbursement dollars, and request assignment of National Health Service Corps personnel to their area. In Iowa, 81 of 99 counties are designated as shortage areas in Mental Health Care HPSA catchment areas. Map 1 in the Appendix shows these counties.

Data concerning potential shortages of mental health workers were also available from the U.S. Department of Health and Human Services HRSA’s 2000 Workforce Profile.⁵ According to the document, Iowa ranked 47th among states in psychiatrists per capita, 46th in psychologists per capita, and 28th in social workers per capita. Additionally, there were more than 732 nurse practitioners in Iowa in 2000. This was equal to 25 nurse practitioners per 100,000, lower than the national rate of 33.7 per 100,000. Table 1 shows comparative data for Iowa and its contiguous states. Iowa’s low ranking of several core mental health professions indicates that, for a number of years, mental health services have been provided with a minimal number of professionals. The anticipated retirement of large numbers of licensees will only exacerbate problems.

Table 1: Comparison of State Mental Health Workforce Profiles - 2000

	Iowa	Illinois	Minnesota	Missouri	Nebraska	South Dakota	Wisconsin
Total: Physicians	4,527	24,300	9,500	10,500	2,900	1,280	10,170
State Ratio/100,000	155	195	194	188	171	169	189
National Ratio/100,000	198	198	198	198	198	198	198
National Rank	47	17	21	26	34	36	25
Total: Primary Physicians							
State Ratio/100,000	67	70	76	67	62	67	71
National Ratio/100,000	69	69	69	69	69	69	69
National Rank	NA						
Total: Psychiatrists	164	1,396	462	497	142	55	528
State Ratio/100,000	5.7	11.6	9.8	9.1	8.6	7.5	10.1
National Ratio/100,000	12.6	12.6	12.6	12.6	12.6	12.6	12.6
National Rank per capita	47	16	28	30	35	39	24
Total: Physician Assistants	412	1,349	711	395	356	90	1,070
State Ratio/100,000	14.1	10.8	14.4	7	20.8	11.9	19.9
National Ratio/100,000	14.4	14.4	14.4	14.4	14.4	14.4	14.4
National Rank per capita	NA						
Total: Advanced Practice Nurse	7,410	22,690	16,870	19,520	6,230	1,870	12,160
State Ratio/100,000	253	182.4	341.9	348.3	363.6	247.4	226.3
National Ratio/100,000	240.8	240.8	240.8	240.8	240.8	240.8	240.8
National Rank per capita	21	37	9	8	6	46	27
Total: Psychologist	560	5,430	2,950	1,540	410	110	2,910
State Ratio/100,000	19.1	43.6	59.8	27.5	23.9	14.6	54.1
National Ratio/100,000	36.2	36.2	36.2	36.2	36.2	36.2	36.2
National Rank per capita	46	13	5	30	39	47	7
Total: Social Workers	4,600	24,170	11,620	10,320	2,950	1,990	9,250
State Ratio/100,000	157.1	194.3	235.5	184.1	172.2	263.3	172.1
National Ratio/100,000	159.1	159.1	159.1	159.1	159.1	159.1	159.1
National Rank per capita	28	15	7	18	22	2	23
Total: Registered Nurse	35,000	126,000	54,900	62,400	18,500	9,600	58,650
Ratio/100,000	1,059.2	817.1	954.6	958.6	957.1	1,126.1	891.2
National Rank	NA						
National Ratio	780.2	780.2	780.2	780.2	780.2	780.2	780.2

Source: HRSA Bureau of Health Professions State Health Workforce Profiles 2000

Methodology and Limitations of This Study

Data for this study were obtained primarily from the licensing boards of professions identified as most at risk by reason of age. Data from the Office of Statewide Clinical Education Programs (OSCEP) was used when it applied. OSCEP does not track all groups included in this study. Their information follows active licensees who are employed in Iowa either full-time or part-time. Information was gathered and analyzed during the fall and winter of 2005.

Some methodological issues limit conclusions from this study. First, several different sources provided data. Each may use different parameters for data gathering and reporting. For example, each licensure board may define active licensure in a different manner. Additionally, information provided by OSCEP included individuals who were actively licensed, currently employed, and working in Iowa. Licensure boards do not gather employment data so their information records all who qualify for active licensure regardless of their employment status. Also, licensees may submit a mailing address that indicates their residence, a work address, or other place. OSCEP uses the work address which is more helpful in studying workforce data. Only in-state data were used for in-depth analysis as it is assumed that the majority of out-of-state licensees do not provide service to Iowa residents.

Second, data were obtained and reported at different times. Most information was downloaded over approximately a four-month period rather than being obtained on a single day. Licensure boards report “rolling numbers” meaning that their data is constantly updated and changes continuously. Another time variable was that most boards require licensure renewal every two years so some data may have been updated recently while other information might have been nearly two years old. The Bureau of Professional Licensure (BPL) was just beginning a modernization process where licensure renewal could be accomplished electronically. They pilot tested their system with the social workers. The additional findings were included in the social work section but are not available for all professions until modernization efforts are complete.

Third, there are varying numbers of licensees over age 65 who maintains active licensure even though they may no longer be employed. This factor impacts the percentage of those that are ages 55 or older, especially when numbers in a profession are small.

Finally, there are differences due to the requirements of the profession. The date a profession first required licensure impacts the age of its licensees. Educational requirements also impact the age at which licensees enter a profession. Those professions requiring terminal professional degrees have fewer members younger than 30 because of the time it takes to attain the requisite degree.

Despite some inconsistencies, the data in this report provide a general description of those currently providing mental health services in Iowa. Each group will be discussed using a similar format that includes a description of the profession, the number of active practitioners, demographics, employment information, and education information. All data were not available for every group.

Core Professionals

Psychiatrists

Definition

The Iowa Administrative Code states that the practice of medicine and surgery means:

Holding one’s self out as being able to diagnose, treat, operate or prescribe for any human disease, pain, injury, deformity or physical or mental condition and who shall either offer or undertake, by any means or methods, to diagnose, treat, operate or prescribe for any human disease, pain, injury, deformity or physical or mental condition. (IAC 653.1.1)

Active Practitioners

According to data provided from OSCEP, there were 231 total active psychiatrists working in Iowa as of 5/29/05.

Table 2 shows the total number of active psychiatrists on December 31st for the last ten years. The number has not varied significantly in that time.

Table 2: Total Number of Active Psychiatrists Dec. 31 1995 - 2004

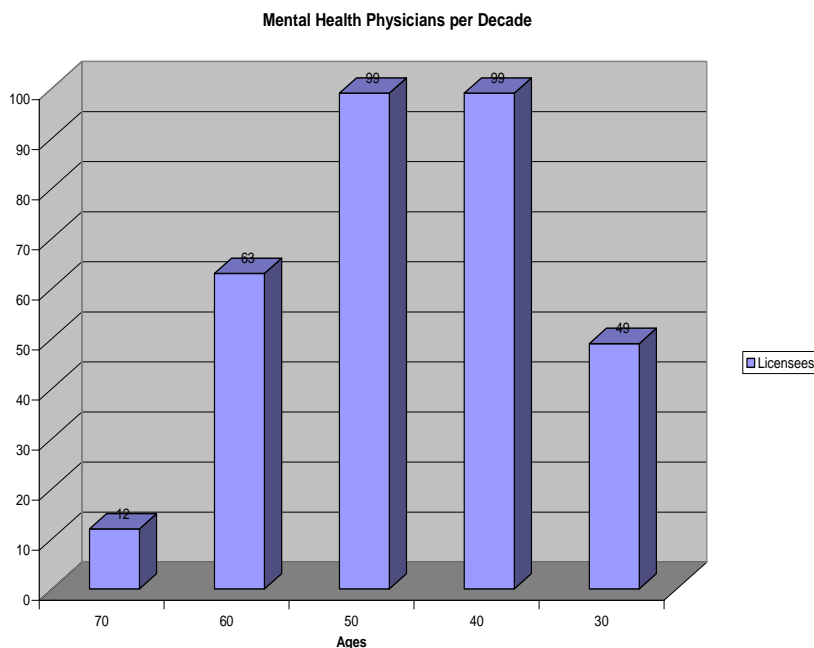
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Child	34	37	38	37	36	35	32	30	31	32
Adult	190	178	183	190	190	197	205	202	206	199
Total	224	215	221	227	226	232	237	232	237	231

Source: OSCEP 8/25/05

Demographics

Ages

Graph 1 shows the ages of all psychiatrists licensed in Iowa by decades. Thirty-five percent (113) were age 55 or older in 2005. Only four other licensed groups of health professionals in Iowa have higher percentages of older workers.



Graph 1: Ages by Decade of all Psychiatrists in 2005 Source: OSCEP 10/01/04

Gender

Regarding gender, 177 (69%) are males and 54 (31%) are females.

Employment Information

Areas of Practice

One hundred ninety eight (86%) psychiatrists were in general practice while 32 (14%) were child psychiatrists. The distribution in the various areas of practice is shown in Table 3. Private

psychiatrists practice in 31 counties. Johnson County had 56 psychiatrists while Polk County had 41. Only 12 counties had more than five psychiatrists.

Table 3: Areas of Practice

Private Practice	Allopathic Teaching/ Research	State Institution/ Agency	Public/ Community Health	Federal/ Veterans Facility	Osteopath Teaching/ Research	Student Health
149	42	14	12	10	1	1

Source: OSCEP 5/29/05

Locations and Types of Practice

Psychiatrists practice in 35 of Iowa's 99 counties. The number located in each county is shown on Map 2 in the Appendix. There are no psychiatrists employed in mental health catchment area 14 which serves six counties in southwestern Iowa. Two hundred seventeen practice full-time while 13 are employed on a part-time basis.

Education

A review of the educational backgrounds of Iowa psychiatrists indicated that 84 (36%) received their medical doctor (MD) degree from an Iowa university while another 84 (36%) received their MD degree from another state. Most were from Illinois and Nebraska with varying numbers from 25 additional states. Another 65 (28%) received their medical education in 21 foreign countries, especially India and Pakistan.

Iowa has two medical schools – an allopathic program at the University of Iowa and an osteopathic program at Des Moines University. Table 4 shows the medical school from which the Iowa educated psychiatrists graduated by five-year increments.

Table 4: Psychiatrist Graduations from Iowa Universities 1965 - 2005

Years	University of Iowa	Des Moines University
≤ 1965	4	1
1966 – 1970	5	2
1971 – 1975	8	4
1976 – 1980	7	2
1981 – 1985	12	5
1986 – 1990	10	2
1991 – 1995	8	5
1996 – 2000	7	0
2001 – 2005	2	0
Total = 84	63 (75%)	21 (25%)

Source: OSCEP 8/3/05

Carver College of Medicine at the University of Iowa provides the only residency program for psychiatrists in the state. Their program has an adult psychiatry track and three specialty tracks: child psychiatry; a combined program for family practice and psychiatry; and a combined program for medicine and psychiatry. The family practice/psychiatry program was established most recently and admitted students for the first time in 1998/99. In both the adult and child psychiatry tracks, 34 percent of the graduates remained in Iowa following graduation compared to 23 percent of the medical/psychiatry graduates. All four of the family practice/psychiatry graduates have remained in Iowa. Of the 97 residents who graduated in all programs over the past ten years, 35 (36%) are employed in Iowa. Tables 5, 6, and 7 show the admissions, enrollments, and

graduations over the last ten years. Although enrollments have increased somewhat, the number of graduates per year has remained relatively unchanged.

Table 5: Residency Program: New Admissions 1995/96 - 2005/06

	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06
Psychiatry	7	6	6	5	8	5	7	7	6	5	5
Child Psyc	4	2	3	3	3	3	2	2	2	4	4
Med/Psyc	1	2	2	1	2	2	1	1	3	2	2
Fam Med/Psyc				2	1	1	2	2	2	2	2
Totals	12	10	11	11	14	11	12	12	13	13	13

Source: Carver College of Medicine 8/15/05

Table 6: Residency Program: Total Enrollment 1995/96 – 2005/06

	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06
Psychiatry	24	24	24	24	24	25	24	24	24	24	24
Child Psyc	6	7	6	6	6	5	6	6	6	6	6
Med/Psyc	3	5	6	7	9	12	9	8	10	10	9
Fam Med/Psyc				2	2	3	6	8	7	7	8
Totals	33	36	36	39	41	45	45	46	47	47	47

Source: Carver College of Medicine 8/15/05

Table 7: Residency Program: Graduations 1995/96 – 2005/06

	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06
Psychiatry	3	5	5	6	4	6	4	5	5	5	5
Child Psy	1	5	2	2	3	2	3	3	4	3	1
Med/Psyc						2	2	2	2	2	1
Fam Med/ Psyc								1	1	1	1
Totals	4	10	7	8	7	10	9	11	12	11	8

Source: Carver College of Medicine 8/15/05

Psychologists

In Iowa, the practice of psychology is defined as:

The application of established principles of learning, motivation, perception, thinking, and emotional relations to problems of behavior adjustment, group relations, and behavior modification, by persons trained in psychology for compensation or other personal gain. The application of principles includes, but is not limited to: Counseling and the use of psychological remedial measures with persons, in groups or individually, with adjustment or emotional problems in the areas of work family, school and personal relationships; measuring and testing personality, intelligence, aptitudes, public opinion, attitudes, and skills; and the teaching of such subject matter, and the conducting or research on the problems relating to human behavior.” (Iowa Code 154B.1)

Besides psychologists, Iowa Code defines a certified health service provider in psychology:

A health service provider is a person who works in a clinical setting, is licensed to practice psychology and who has a doctoral degree in psychology. A person certified as a health service provider in psychology shall be deemed qualified to diagnose or evaluate mental illness and nervous disorders. (IAC 645-240.1 [154B]).

In Iowa, neither psychologists nor health service providers have prescriptive privileges.

Active Practitioners

There were 472 actively licensed psychologists in Iowa. Table 8 shows the breakdown by those that indicated an in-state address or an out-of-state address. Of the total, there are 304 (64%) psychologists who are dually licensed as a health service provider. Besides these licensees, there are an unknown number of unlicensed psychologists. Iowa's law states that school psychologists, employees in accredited academic institutions who teach, train or do research, all levels of governmental employees, and psychology students/interns are not required to be licensed (Iowa Code 154B.3). It is not possible to determine the number serving in these positions as there is no single source for this information.

Table 8: Total Number of Active Psychologists

Total active licensees = 472	In-state = 415 (88%)	Out-of-state = 56 (13%)
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Source: BPL 5/25/05

First Time Licenses Issued

Table 9 shows the numbers of first time Iowa licensees by year over the last ten years. The number is small but relatively steady.

Table 9: First-time Psychologist 1995-2005 (all licensees)

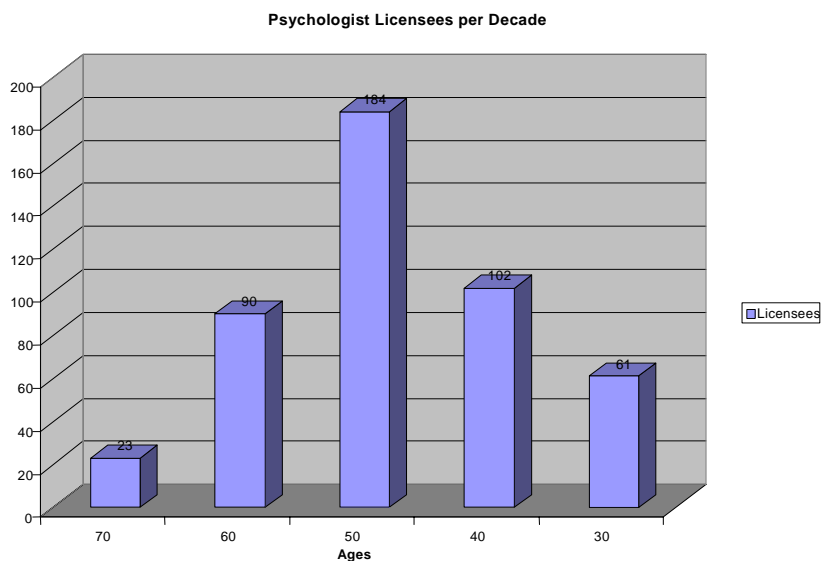
1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
11	17	17	19	14	15	16	6	18	17

Source: BPL 5/24/05

Demographics

Ages

Licensed psychologists have the highest percentage (47%) of health care workers age of 55 or older of all of Iowa's licensed health care providers. Distribution by decade is shown in Graph 2.



Graph 2: Ages by Decade of Licensed Psychologists in 2005 Source: BPL 1/11/05

Gender

There are 238 (57%) male and 177 (43%) female psychologists. There is a predominance of male psychologists in Iowa compared to national Bureau of Labor Statistics data where the majority of employed psychologists are female (66.7%).⁶

Employment Information

Areas of Practice

Information about the areas and the locations of psychologists' practice is not available. Using the counties given in the licensure data as an approximation of where psychological services might be provided, fifty counties were identified. There is at least one psychologist in each catchment area. Map 3 in the Appendix indicates the location of psychologists including health service providers.

Education

A doctorate degree in psychology is required in order to be a licensed psychologist in Iowa. It must be granted by an institution or professional psychology program accredited by the North Central Association of Colleges and Secondary Schools or an equivalent accrediting association or entity in other regions of the United States. An additional requirement is completion of one year of professional employment experience under the supervision of an Iowa licensed psychologist.

Table 11 shows the number of Iowa psychologists who have been newly licensed since 1999 along with the number who graduated from Iowa universities. Of the fourteen Iowa graduates, three graduated from Iowa State University and eight graduated from the University of Iowa. Data about the remainder is unknown.

Table 11: First Time In-state Psychologists and Number Graduating from Iowa Programs 1999-2005

	1999	2000	2001	2002	2003	2004	2005	Total
Total First Time In-state Licensees	12	13	16	21	11	21	11	105
Iowa Graduates	3	0	1	3	1	1	5	14 (13%)

Source: BPL 5/24/05

In-state Educational Programs

Two universities in Iowa provide doctoral programs in psychology. Iowa State University's (ISU) psychology department offers graduate programs in counseling psychology, experimental psychology, and social psychology. Their Department of Human Sciences offers a Ph.D. degree in educational psychology. The University of Iowa's (UI) Department of Psychology offers Ph.D.s with concentrations in the areas of behavioral and cognitive neuroscience, clinical psychology, cognition and perception, developmental psychology, health psychology, and personality and social psychology. An educational psychology Ph.D. degree is offered through UI's Department of Psychological and Quantitative Foundations.

Table 12 shows admissions, enrollments, and graduations of both university psychology programs. Enrollment data were not available from Iowa State University. Also, ISU provided composite information about the first employment positions after graduation. Of the 76 who graduated over the last 10 years, they were able to track 66 individuals. Nineteen (29%) began employment in Iowa. This compares to the University of Iowa program where 11 (12%) of 92 known graduates began employment in Iowa. The UI data incorporate all training areas including those who participate in the clinical training area only. In both programs, the most frequent placement was in academic positions followed by clinical positions.

Table 12: Psychologists Admissions/Enrollments/Graduation (ISU and UI/Fall 1995 – Summer 2005)

Year	Admissions	Enrollments	Graduations	Employed in Iowa
1995/1996 ISU	7	NA	12	NA
UI	16	16	13	2
1996/1997 ISU	15	NA	8	NA
UI	17	17	8	2
1997/1998 ISU	7	NA	9	NA
UI	15	15	9	1
1998/1999 ISU	10	NA	3	NA
UI	15	15	7	7
1999/2000 ISU	9	NA	10	NA
UI	11	11	8	1
2000/2001 ISU	8	NA	7	NA
UI	14	14	8	0
2001/2002 ISU	10	NA	10	NA
UI	12	12	13	0
2002/2003 ISU	6	NA	1	NA
UI	18	18	10	10
2003/2004 ISU	15	NA	9	NA
UI	18	18	7	2
2004/2005 ISU	16	NA	7	NA
UI	18	17	9	1
Totals	ISU = 103 UI = 154	ISU = NA UI = 15 Avg.	ISU=76 UI = 92	ISU = NA UI=26/92 (28%)

Sources: ISU Psychology Dept. 10/7/05; UI Psychology Office 10/7/05

Advanced Registered Nurse Practitioners (ARNPs)

Definition

The practice of the advanced registered nurse practitioner is defined as follows:

the advanced registered nurse practitioner (ARNP) is a nurse with current licensure as a registered nurse in Iowa or who is licensed in another state and recognized for licensure in this state pursuant to the nurse licensure compact and is a registered in Iowa to practice in an advanced role. The ARNP is prepared for an advanced role by virtue of additional knowledge and skills gained through a formal advanced practice education program of nursing in a specialty area approved by the Iowa Board of Nursing. In the advanced role, the nurse practices nursing assessment, intervention, and management with the boundaries of the nurse-client relationship. Advanced nursing practice occurs in a variety of settings, within an interdisciplinary health care team, which provide for consultation, collaborative management, or referral. The ARNP may perform selected medically delegated functions when a collaborative practice agreement exists. An ARNP may also prescribe, deliver, distribute, or dispense prescription drugs, devices, and medical gases when engaged in the practice of the nursing specialty. (Iowa Administrative Code 655-7.2 [151-152])

Active Practitioners

There are a total of 1,219 advanced registered nurse practitioners. Only licensees who reside in Iowa and who are actively licensed are included in this number.

The nurse practitioner category encompasses a variety of specialized practices including child and adult mental health. Four general advanced registered nurse practitioner categories are 1) certified

clinical nurse specialists, 2) certified nurse-midwives, 3) certified registered nurse anesthetists, and 4) certified nurse practitioners. Table 13 lists all advanced nurse practitioners identified by the Iowa Board of Nursing. The total includes 67 who indicated a specialty in psychiatric/mental health preparation. Data analysis that follows is based on these practitioners.

Table 13: Advanced Registered Nurse Practitioner Specialties

Number	Specialty	Number	Specialty
390	Family Nurse Practitioner	60	Nurse-Midwife
258	Registered Nurse Anesthetist	2	School Nurse Practitioner
34	Gerontological Nurse Practitioner	48	Adult Nurse Practitioner
1	Perinatal Nurse Practitioner	8	Neonatal Nurse Practitioner
166	Pediatric Nurse Practitioner	129	OB/Gynecology Nurse Practitioner
7	Clinical Nurse Specialist	5	Acute Care Nurse Practitioner
7	CNS ¹ - Oncology	4	CNS ¹ – Community Health
1	CNS ¹ – Home Health	23	Mental Health Nurse Practitioner
6	CNS ¹ - Gerontology	7	CNS ¹ – Child/Adolescent Psychiatry
26	CNS ¹ – Medical/Surgical	37	CNS ¹ – Adult Psychiatric

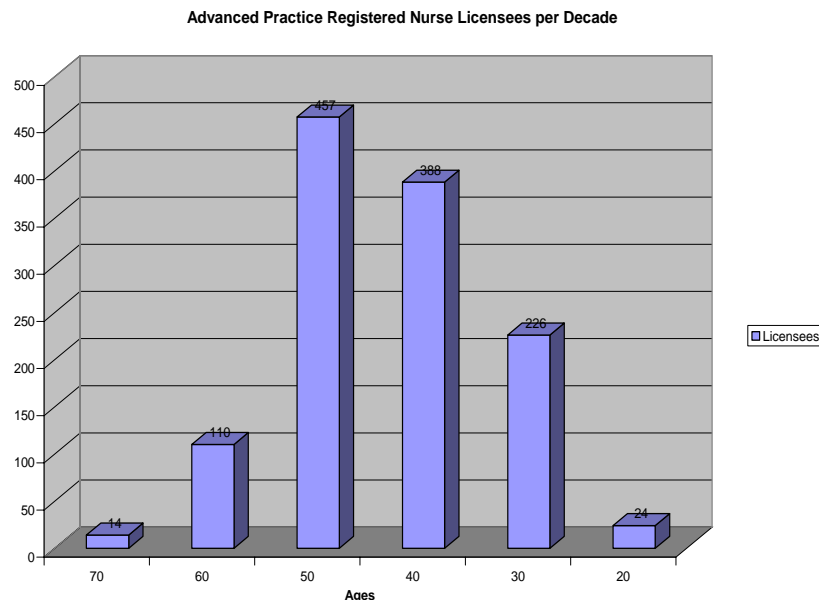
¹CNS = Clinical Nurse Specialist

Source: IBON 12/21/04

Demographics

Ages

Graph 3 shows the ages by decade of all advanced practice registered nurses as of 2005. Twenty four percent were age 55 and over.



Graph 3: Ages by Decade of Advanced Registered Nurse Practitioners in 2005 Source: IBON 12/21/04

Gender

Two (3%) of the 67 mental health ARNPs are males.

Employment Information

Areas of Practice

Using only the data for the 67 nurses who indicated employment in a mental health setting, the majority works with a private psychiatrist or psychologist or in a private counseling center. Table

14 shows four additional categories employing ten or fewer ARNPs. Of the 49 with complete workplace information, 39 worked 40 hours per week and 10 worked 30 or fewer hours per week.

Table 14: Practice Settings for Advanced Registered Nurse Practitioners

Private Psychiatrists/ Psychologists	Mental Health Clinics	Teaching/ Research	Hospitals	Federal/ Veterans Facilities	No Information Available
24	10	8	6	1	19

Locations of Practice

Map 4 in the Appendix shows the distribution of employed mental health ARNPs throughout the state. They provide service in 15 counties. None were listed in six mental health catchment areas. No information was available for 19 individuals in this group.

Education

Iowa has one program for educating advanced nurse practitioners specializing in mental health. It is housed at the University of Iowa College of Nursing. The following statement provides a background for the program:

The current psychiatric-mental health nursing master's program has been in place since 1999. Prior to that, the College offered an integrated curriculum that did not meet national requirements for certification. The need for the current program was brought to our attention by practicing psychiatric nurses in the state, who, although they held a Master's degree in Nursing, were unable to sit for the national certification examination because they had not completed a specific psychiatric mental health nursing program. Without this certification, they could not apply for an Iowa Advanced Registered Nurse Practitioner (ARNP) license. In addition, the College received requests from baccalaureate prepared nurses for a graduate program that would allow them to become certified at an advanced practice level. In response to the afore-mentioned needs, the curriculum was revised.⁷

The first class from this revised program graduated in May 2001. To date, nine psychiatric/mental health nurses and one pediatric nurse practitioner have completed the two year, 46 semester hour program. All graduates were Iowa residents and all but one currently practices in Iowa. During Fall 2005, three students were enrolled. Two of those graduated at semester's end. Two new applicants enrolled in the Spring 2006 semester.

Two major changes are anticipated for the mental health curriculum. One is to add another tier of courses by offering an abbreviated series of psychiatric nursing courses for nurse practitioners in other specialties such as adult, family and geriatric health. The second change is to convert most of the required course work to an on-line, web-based format. Adequate funding will be necessary to enact these changes.

Social Workers

Definition

The practice of social work means:

the professional activity of licensees which is directed at enhancing or restoring people's capacity for social functioning, whether impaired by environmental, emotional, or physical factors, with particular attention to the person-in-situation configuration. The social work profession represents a body of knowledge requiring progressively more sophisticated analytic and intervention skills, and includes the application of psychosocial theory methods, to individuals, couples, families, groups, and communities. The practice of social work does not include the making of a medical

diagnosis, or the treatment of conditions or disorders of biological etiology except treatment of conditions or disorders which involve psychosocial aspects and conditions. (Iowa Code 154C.1)

Active Practitioners

Social workers are licensed at three levels: bachelor social workers, master social workers, and independent social workers. The master and independent licensees may provide psychosocial assessment, diagnosis and treatment. The independent licensee may perform all social work functions as a private practitioner (Iowa Code 154C.1b,c). Table 15 shows active practitioners as well as the in- and out-of-state licensees.

Table 15: Total Number of Active Social Workers - All Levels

Total active licensees = 4,204	In-state = 3,908 (93%)	Out-of-state = 296 (7%)
--------------------------------	------------------------	-------------------------

Source: BPL renewal data 1/30/05

First Time Licenses Issued

Table 16 indicates the number of first time licenses issued to social workers over the last six years. The numbers remain relatively stable.

Table 16: First Time Licenses Issued for In-state Social Workers 2000-2005

2000	BSW	38 (24%)	2001	BSW	30 (21%)	2002	BSW	24 (21%)
	MSW	102 (63%)		MSW	95 (66%)		MSW	75 (66%)
	LISW	21 (13%)		LISW	20 (14%)		LISW	17 (15%)
	Total	161		Total	145		Total	116
2003	BSW	19 (15%)	2004	BSW	24 (15%)	2005	BSW	21 (13%)
	MSW	87 (68%)		MSW	113 (69%)		MSW	122 (73%)
	LISW	22 (17%)		LISW	26 (16%)		LISW	23 (14%)
	Total	128		Total	163		Total	166

Source: BPL 2/1/06

Table 17 shows the number of first time licensee who met licensure requirements by endorsement and by licensure examination. Approximately one-third are admitted by endorsement from other states.

Table 17: Number of First Time Licensees Admitted by Examination or Endorsement 2000-2005

Year	2000	2001	2002	2003	2004	2005
Examination	117 (82%)	121 (84%)	87 (79%)	101(79%)	126 (77%)	135 (81%)
Endorsement	26 (18%)	23 (16%)	23 (21%)	27 (21%)	37 (23%)	31 (19%)
Total	143	144	110	128	163	166

Source: BPL 2/1/06

Demographics

In 2004, for the first time, social work licensees were able to renew their licenses electronically. The use of on-line technology enabled the Bureau of Professional Licensure to obtain information about demographic factors such as ethnicity, age, employment issues, and education. Previously, this information was only partially available in hard copy and had to be aggregated manually. Similar information is not yet available for other licensure groups. Licensees identified a primary place of employment as well as a secondary place of employment where applicable.

Age

Graph 4 shows the distribution of all social workers by decade. Twenty eight percent of the licensees were age 55 or older in 2005.



Graph 4: Ages by Decade of all Renewing Social Workers Source: BPL renewal data 1/11/05

Gender

A large majority (82%) of social workers are female. Iowa percentages mirror national averages. Table 18 shows the gender breakdown.

Table 18: Gender All Social Workers

Female = 3437 (82%)	Male = 752 (18%)	No Answer = 10 (0.02%)
---------------------	------------------	------------------------

Source: BPL renewal data 1/31/05

Ethnicity

Table 19 shows the racial or ethnic status of Iowa's social workers. Only three percent indicate a race or ethnic status other than white not of Hispanic origin.

Table 19: Racial or Ethnic Status of Renewing Social Workers

White not of Hispanic origin	4051	Black not of Hispanic origin	56	American Indian or Alaskan native	6
Asian or Pacific Islander	15	Hispanic origin	34	Multiracial	14
No Answer	28				

Source: BPL renewal data 1/31/05

Employment Information

Table 20 shows the primary and secondary employment status of those who renewed their licenses in 2004. Seventy-four percent were employed full-time in the social work field.

Table 20: Primary Employment Status of Renewing Social Workers

Full time in field of licensure	3106	Full time outside field of licensure	218
Part time in field of licensure	582	Part time outside field of licensure	54
Unemployed seeking employment in field of licensure	69	Unemployed currently not seeking employment in field of licensure	93
Other	79	Unknown	3

Source: BPL renewal data 1/31/05

Table 21 shows the types of settings in which social workers were employed primarily and secondarily. Seven hundred two listed a mental health facility as their primary place of

employment while 99 indicated it was a secondary place of employment. Eleven percent indicated a secondary employment site.

Table 21: Practice Settings of All Renewing Social Workers

Primary - Type of Setting		Secondary - Type of Setting	
Social service agency	1304	Social service agency	86
Mental health facility	702	Mental health facility	99
Medical facility	767	Medical facility	75
Educational setting	473	Educational setting	72
Other	792	Other	150
No answer	0	No answer	3556

Source: BPL renewal data 1/31/05

Social Workers Providing Care in a Mental Health Setting

The data that follow were calculated using those who indicated that a mental health facility was either their primary or secondary place of employment. Table 22 shows the total as well as the in-state and out-of-state breakdown. For the remainder of the tables, only in-state data were included in the analysis.

Table 22: Social Workers Indicating a Mental Health Facility Worksite

Primary work site	Total = 702	In-state address = 665 (95%)	Out-of-state address = 37 (5%)
Secondary work site	Total = 99	In-state address = 96 (97%)	Out-of-state address = 3 (3%)

Source: BPL renewal data 1/31/05

Employment Information

Types of Positions

Mental health workers were asked to identify the type of position they occupied. Table 23 shows the findings. Seventeen percent of those at primary sites provide services other than direct care.

Table 23: Type of Mental Health Positions

	Direct Care	Manager/Supervisor	Administrator	Other	No Answer
Primary	537 (81%)	77 (12%)	31 (5%)	20 (3%)	0
Secondary	89 (93%)	0	0	5 (5%)	2 (2%)

Source: BPL renewal data 1/31/05

Worksite Location

Mental health social workers provide care in 57 of Iowa's counties. See details of their distribution on Map 5 in the Appendix.

Demographics of Those Indicating a Mental Health Workplace Setting

Table 24 shows the gender mix of this group. The percentage of males is higher in the mental health setting than in the general renewing population.

Gender

Table 24 shows that the majority of social workers are female.

Table 24: Gender of Social Workers by Worksite (in-state only)

Primary worksite	Female = 485 (69%)	Male = 180 (26%)
Secondary worksite	Female = 72 (73%)	Male = 24 (24%)

Source: BPL renewal data 1/31/05

Ethnicity

Table 25 shows the ethnic composition of those working in mental health settings. Four percent of those employed primarily in a mental health setting and six percent of those employed secondarily in a mental health setting indicate a race other than white not of Hispanic origin.

Table 25: Racial or Ethnic Status by Worksite (in-state only)

Racial or Ethnic Status	Primary Worksite	Secondary Worksite
White not of Hispanic origin	633 (95%)	89 (93%)
Black not of Hispanic origin	8 (1%)	1 (1%)
American Indian or Alaskan Native	2 (0.3%)	2 (2%)
Asian or Pacific Islander	4 (0.6%)	0
Hispanic origin	8 (1%)	2 (2%)
Multiracial	5 (0.8%)	0
No answer	5 (0.8%)	2 (2%)

Source: BPL renewal data 1/31/05

Ages

Table 26 shows the ages by decade of those working in mental health settings. The percentages reflect the total of either the primary worksite group or the secondary worksite group. In both settings there is a higher percentage (45% and 31% respectively) of workers age 55 or older than in the total population of renewing social workers (28%).

Table 26: Birth Date by Decade by Mental Health Worksite (in-state only)

Birth Date by Decade	Primary Worksite	Secondary Worksite
1940 ≥	100 (15%)	3 (3%)
1950 - 1959	202 (30%)	27 (28%)
1960 - 1969	198 (30%)	32 (33%)
1970 - 1979	106 (16%)	25 (26%)
1980 - 1989	57 (9%)	8 (8%)
≤ 1990	2 (0.3%)	0

Source: BPL renewal data 1/31/05

Education

Table 27 shows the educational status of those working in mental health. Those with master degrees predominate.

Table 27: Educational Preparation by Mental Health Worksite (in-state only)

Level of Preparation	Primary Work Site			Secondary Work Site		
	BSW	MSW	PhD	BSW	MSW	PhD
Number	118	549	6	15	81	3

Source: BPL 2/1/06

The University of Iowa, the University of Northern Iowa, and St. Ambrose University offer accredited master level social work programs in Iowa. The University of Iowa also offers a Ph.D. program. Eleven colleges or universities conduct baccalaureate programs. They are:

Briar Cliff University
Dordt College
Mount Mercy College
University of Northern Iowa

Buena Vista University
Loras College
Northwestern College
Wartburg College

Clarke College
Luther College
University of Iowa

Table 28 shows the number of graduates from Iowa social work programs as well as graduates from out-of-state programs. Data were drawn from those who applied for first time licenses since 2000. One-third of new licensees graduated from out-of-state schools.

Table 28: Social Worker Graduations from Iowa Schools and Out-of-State Programs 2000-2005

School	2000	2001	2002	2003	2004	2005
University of Iowa	41	70	30	41	59	54
University of Northern Iowa	16	5	17	26	22	24
St. Ambrose University	15	6	17	12	12	18
Mt. Mercy College	2	1	2		4	1
Dordt College	1				2	
Buena Vista College	1	1			1	
Loras College	1	2	2		1	
Luther College		1			1	
Clarke College			2		1	
Briar Cliff College	2	6	2	1		1
Wartburg	2	2	2			1
Other Iowa colleges (1-2 each)	6	2				
Out-of-state Colleges	74 (46%)	49 (34%)	44 (38%)	48 (38%)	60 (37%)	65 (39%)
Totals	161	145	116	128	163	166

Source: BPL 2/6/06

Marital and Family Therapists

Definition

Marital and family therapy means the application of counseling techniques in the assessment and resolution of emotional conditions. This includes the alteration and establishment of attitudes and patterns of interaction relative to marriage, family life, and interpersonal relationships (Iowa Code 154D.1)

Active Practitioners

There were a total of 157 marital and family therapists licensed. Of that number, 142 recorded an in-state address while 15 provided out-of-state addresses. Table 29 shows the distribution.

Table 29: Total Number of Active Marital and Family Therapists

Total active licensees = 157	In-state = 142 (90%)	Out-of-state = 15 (10%)
------------------------------	----------------------	-------------------------

Source: BPL 1/20/06

First Time Licenses Issued

Table 30 shows in-state licensees by year who were first licensed in Iowa. There is a marked decline in the number seeking licensure. An extended time line shows that the downward trend began about ten years ago.

Table 30: First Time Licenses Issued for In-state Marital and Family Therapists 1992-2005

1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
26	26	21	12	6	2	9	11	14	5	3	1	3	7

Source: BPL 5/05

Table 31 shows all first time licensees and the number admitted by examination and endorsement. There were four years where grandfathering occurred.

Table 31: All First Time Marital and Family Therapists Admitted by Examination or Endorsement 1996-2005

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Exam	13 (100%)	7 (100%)	6 (75%)	1 (50%)	0	2 (50%)	2 (67%)	1 (50%)	3 (100%)	5 (56%)
Endorsement	0	0	2 (25%)	1 (50%)	0	2 (50%)	1 (33%)	1 (50%)	0	4 (44%)
Total	13	7	8	2	0	4	3	2	3	9

Source: BPL 5/05

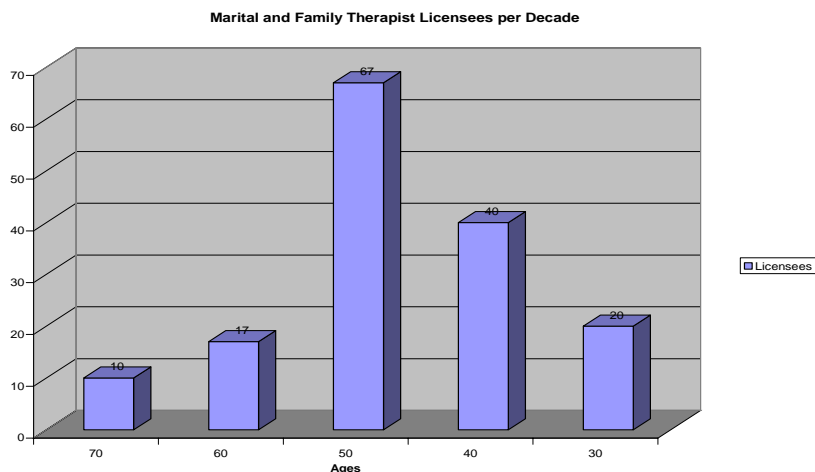
Dual Licensure

Comparing names of all mental health counselors and marital and family therapists, twenty-five hold a license in both disciplines. Twenty-three of these indicate an Iowa address.

Demographics

Ages

At least 38 percent of the licensees were age 55 and over in 2005. Marital and family therapists are among the oldest groups of health workers in Iowa. Graph 5 shows the numbers by decade.



Graph 5: Ages by Decade of Marital and Family Therapists as of 2005 Source: 1/11/05

Gender

Gender breakdown of the in-state licensees is 97 (62%) females and 60 (38%) males.

Locations and Types of Practice

Marital and family therapists indicated addresses in 38 counties. See Map 6 in the Appendix.

Education

Marital and family therapists are required to possess a master's degree in their discipline of at least forty-five credit hours, or its equivalent, from a nationally accredited institution or from a program approved by the Iowa Board of Behavioral Science Examiners. A 200 hour supervised clinical experience is also required (Iowa Code 154D.2)

After examining records of all who received a license in Iowa, only two persons received a degree relative to marital and family therapy from an Iowa institution. One received a Ph.D. degree from Iowa State University and one received a Ph.D. degree from the University of Iowa. There is a master's and Ph.D. degree program for marital and family therapists offered by Iowa State University's Department of Human Development and Family Science.

Other Professionals

There are two additional professions not considered core mental health professions by HRSA but whose members provide significant care to clients experiencing mental health issues. Physician assistants care for clients experiencing behavioral health problems to an extent similar to primary care physicians. It is estimated that one third of clients seen by primary care physicians have psychiatric conditions.⁸ Data about physician assistants do not identify the diagnoses of their client population so it is not possible to more precisely quantify their involvement with mental health clients or those with co-occurring conditions. Mental health counselors exclusively treat those with mental illnesses and are a strong presence in many mental health centers. It is important to include these additional categories in order to gain a more complete picture of who provides mental health care in Iowa.

Physician Assistants (PAs)

Definition

The Iowa Code states:

a licensed physician assistant means a person who is licensed by the Board [of Physician Assistant Examiners] to practice as a physician assistant under the supervision of one or more physicians specified in the license. (Iowa Code 148C)

Physician assistant practice is outlined in Iowa Administrative Code 645-327.1(148). It includes prescribing privileges for medication with some caveats for Schedule II controlled substances.

Active Practitioners

There were 743 actively licensed Physician Assistants in 2005. Table 32 shows the total number and percentage of licensees with in-state and out-of-state addresses.

Table 32: Total Number of Active Physician Assistants

Total active licensees = 743	In-state = 625 (84%)	Out-of-state = 118 (16%)
------------------------------	----------------------	--------------------------

Source: BPL 10/12/05

First Time Licenses Issued

Table 33 shows the number of first time licenses issued for in-state licensees over the last ten years. There is a slight increase in the number being licensed over the last six years.

Table 33: First Time Licenses Issued for In-state Physician Assistants 1996-2005

1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
31	31	31	37	59	32	52	47	51	46

Source: BPL 3/1/06

Table 34 shows the number of first-time licensees who were admitted by examination or endorsement. Each year, at least 27% of PAs come to Iowa through the endorsement process.

Table 34: Number of First Time Physician Assistants Admitted by Examination or Endorsement 2001-2005

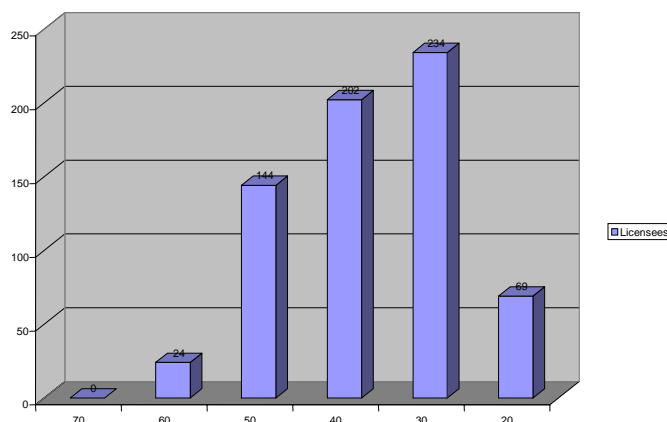
	2001	2002	2003	2004	2005
Examination	43 (70%)	52 (63%)	44 (72%)	61 (73%)	48 (72%)
Endorsement	18 (30%)	31 (37%)	17 (28%)	22 (27%)	19 (28%)
Total	61	83	61	83	67

Source: BPL 3/3/06

Demographics

Ages

Graph 6 shows the ages of PAs by decade. Only 11 percent is age 55 or older indicating a comparatively young age for this group.



Graph 6: Ages by Decade for all Physician Assistants in 2005 Source: OSCEP 10/01/05

Gender

A review of gender data for all PAs indicates that 495 (67%) are female and 248 (33%) are male. These percentages mirror identical national data.⁶

Employment Information

Employment Setting

Of the 743 actively licensed Physician Assistants, 541 (73%) are employed in Iowa. OSCEP data codifies places of employment in 12 categories. Table 34 shows the distribution in various practice settings. Ninety four percent are employed full-time.

Table 34: Employment Settings for Physician Assistants

Number	Area of Practice	Number	Area of Practice
432	Private Practice	4	Occupational Medicine
47	State Institutions	2	Student Health
24	Federal Physician Assistant	2	Urgent Care
15	Public Health	1	Locum Tenens
6	Teaching (Allopathic)	1	Medical Administration
5	Teaching (Osteopathic)	1	Research

Source: OSCEP10/28/05

Locations and Types of Practice

Physician assistants work in 85 of 99 Iowa counties. See Map 7 in the Appendix.

Education

Academic qualification includes evidence of graduation from an approved program or sufficient knowledge and experience to qualify as a physician assistant. “A physician assistant who is not a graduate of an approved program, but who passed the National Commission on Certification of Physician Assistants’ physician assistant national certifying examination prior to 1986, is exempt from this graduation requirement” (Iowa Code 148C.3a).

There are two approved physician assistant programs in Iowa. One is offered at Des Moines University which awards a Master of Science degree. Additionally, a certificate of completion is

offered. The other program is housed at the University of Iowa which awards a certificate of completion plus a Master of PA Studies (MPAS) degree. Table 35 shows all first time licensees since 2001 and the number who have graduated from each program as well as out-of state. At least 58% have obtained their professional education out-of-state each of the last five years.

Table 35: Physician Assistant Graduations from Iowa Schools and Out-of-State Programs 2001-2005

School	2001	2002	2003	2004	2005
Des Moines University	15 (26%)	22 (27%)	16 (26%)	19 (23%)	18 (27%)
University of Iowa	10 (18%)	12 (15%)	10 (16%)	16 (19%)	8 (12%)
Out-of-state colleges	36 (63%)	49 (59%)	36 (58%)	48 (58%)	41 (61%)
Totals	57	83	62	83	67

Source: BPL 3/3/06

Mental Health Counselors

Definition

Mental health counseling is:

the provision of counseling services involving assessment, referral, consultation, and the application of counseling, human development principles, learning theory, group dynamics, and the etiology of maladjustment and dysfunctional behavior to individuals, families, and groups. (Iowa Code 154D.1)

Active Practitioners

Using data provided by the Bureau of Professional Licensure dated 10/15/05, there were 535 active mental health counselor licensees. Table 36 shows the total number of active in-state and out-of-state licensees.

Table 36: Total Number of Active Licensees

Total active licensees = 535	In-state = 469 (88%)	Out-of-state = 66 (12%)
------------------------------	----------------------	-------------------------

Source: BPL 10/11/05

First Time Licenses Issued

Table 37 shows the number of first time licenses issued to those indicating an Iowa address each of the last ten years.

Table 37: All First Time Licenses Issued for Iowa Mental Health Counselors 1996-2005

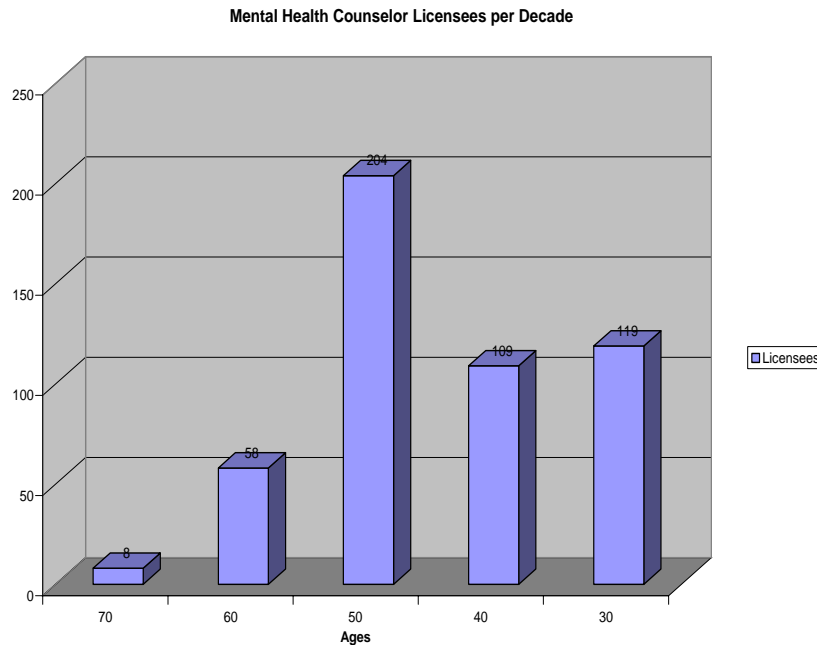
1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
41	38	29	52	54	29	24	26	37	43

Source: BPL 6/5/05

Demographics

Ages

Graph 7 shows the ages of Iowa's mental health counselors. At the time the data were prepared, 34 percent of the mental health counselors were age 55 or over. This constitutes one of seven Iowa health professions where 30 percent or more of the licensees were age 55 or over in 2005 and therefore at risk for losing large numbers of personnel during the next ten years.



Graph 7: Ages by Decade of Mental Health Counselors in 2005 Source BPL 1/11/05

Gender

Using only in-state data, 343 females constitute 73% of the licensees while 126 males constitute 27% of those licensed.

Employment Information

Areas of Practice and Distribution

Mental health counselors reported addresses in 74 of Iowa's 99 counties. There are three or more in all mental health catchment areas. Map 8 in the Appendix shows the distribution.

Education

Mental health counselors must possess a master's degree consisting of at least forty-five credit hours, or its equivalent, from a nationally accredited institution or a program approved by the Board of Behavioral Health. They must also have at least two years of supervised clinical experience or its equivalent. (Iowa Code 154D.2)

Iowa has five colleges or universities where mental health counselors may receive education that meets the Iowa Code criteria. Drake University, Iowa State University, Loras College, the University of Northern Iowa, and the University of Iowa offer either a Master of Science or Master of Arts degree in a variety of programs.

Table 38 shows the schools from which licensees received a degree entitling them to be licensed as a mental health counselor. At least 50% received their professional degree out-of-state during the last six years.

Table 38: Mental Health Counselor Graduations from Iowa Schools and Out-of-State Programs 2000-2005

School	2000	2001	2002	2003	2004	2005
Drake University	4	2		1	1	3
Iowa State University	3	2	1		2	2
University Northern Iowa	5	3	3	4	5	9
University of Iowa	3	1		4	5	4
Loras College	2	2		2	3	0
Unknown	9	1	2	2	1	1
Out of state	28 (52%)	18 (62%)	18 (75%)	13 (50%)	20 (56%)	24 (56%)
Total	54	29	24	26	36	43

Source: BPL 11/05

Table 39 shows all first time mental health counselors and the number entering by examination or endorsement since 1996. There is a decline in the total number entering the mental health counselor profession in Iowa.

Table 39: All First Time Mental Health Counselors Admitted by Examination or Endorsement 1996-2005

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Examination	65 (98%)	49 (80%)	59 (83%)	15 (68%)	8 (80%)	24 (65%)	30 (73%)	28 (72%)	32 (74%)	33 (75%)
Endorsement	1 (2%)	12 (20%)	12 (17%)	7 (23%)	2 (20%)	13 (35%)	11 (27%)	11 (28%)	11 (26%)	11 (25%)
Totals	66	61	71	22	10	37	41	39	43	44

Source: BPL 11/05

Summary and Recommendations

Findings and recommendations from this report are presented in the Executive Summary found at the beginning of the document. A summary of the numbers of all professionals in each mental health catchment area is shown on page 37. This document also shows the population of each catchment area and the ratio of mental health workers per 1,000 residents.

References

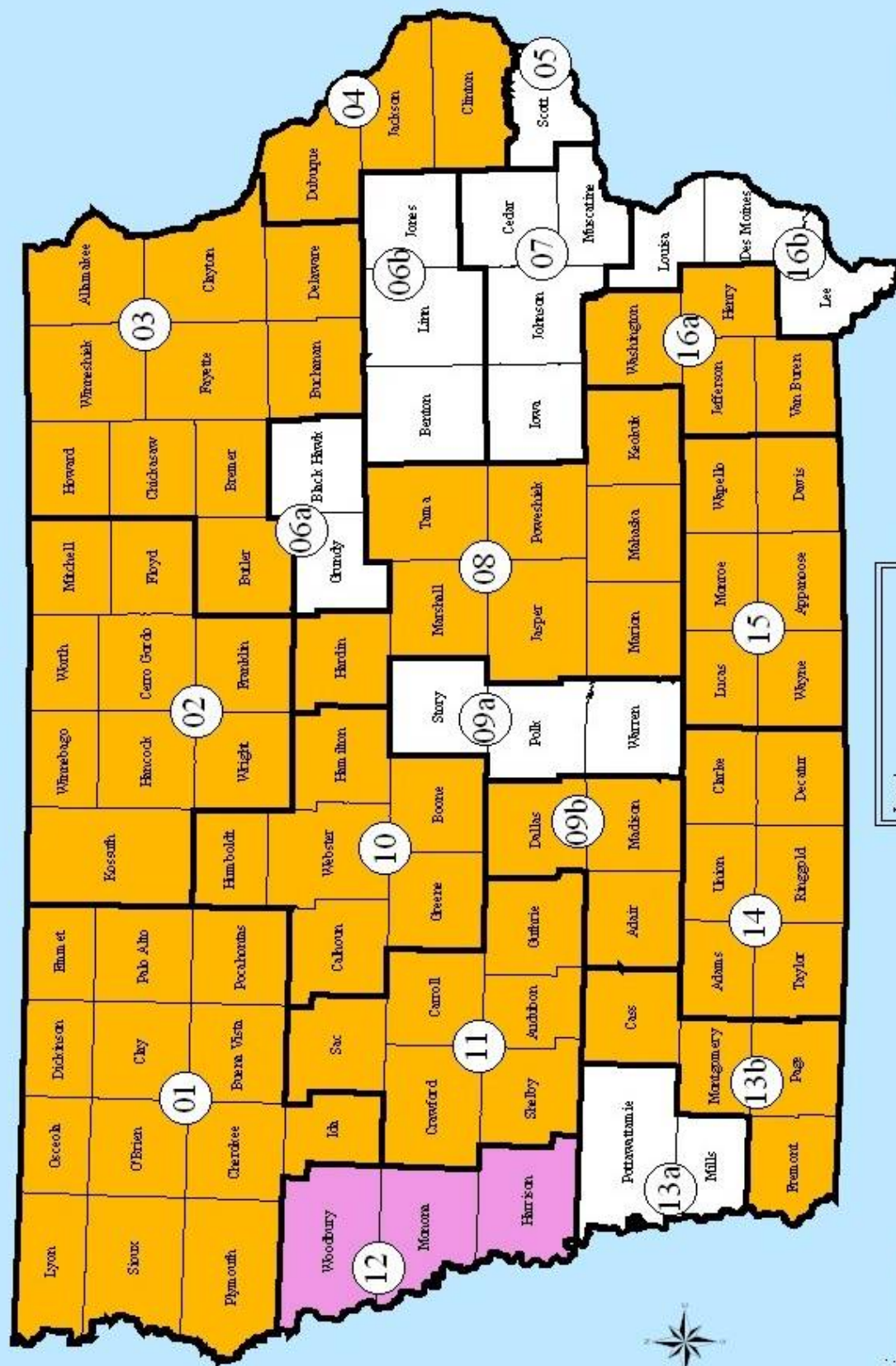
- ¹ Iowa Department of Public Health, Center for Health Workforce Planning. A Report Prioritizing a Potential Shortage of Licensed Health Care Professionals in Iowa, 2005. Available at URL www.idph.state.ia.us/hpcdp/pdf/workforce/prioritizing_potential_shortage.pdf.
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- ⁵ U.S. Department of Health and Human Services Bureau of Health Professions, 2000. The Iowa Health Workforce: Highlights from the Health Workforce Profile. Available at URL <http://bhpr.hrsa.gov/healthworkforce/reports/statesummaries/iowa.htm>.
- ⁶ Bureau of Labor Statistics: 2004. Current Population Survey. Table 1. Employed and experienced unemployed persons by detailed occupation, sex, race and Hispanic or Latin Ethnicity- Annual Average 2004.
- ⁷ Committee to Revitalize Psychiatric Mental Health Nursing: 2006. Preparing Psychiatric/Mental Health Nursing Professionals. University of Iowa College of Nursing.
- ⁸ American Academy of Family Physicians: 2006. Mental Health Care Services by Family Physicians (Position Paper). Available at URL <http://www.aafp.org/policy>.

The Center for Health Workforce Planning exists within the Iowa Department of Public Health, Bureau of Health Care Access, to assess and forecast health workforce supply and demand, address barriers to recruitment and retention, support strategies developed at the local level that prevent shortages, and engage in activities that assure a competent, diverse health workforce in Iowa. The Center is funded through the Bureau of Health Professions, Health Resources and Services Administration, U. S. Department of Health and Human Services. For further information, contact the Center of Health Workforce Planning, Iowa Department of Public Health at http://www.idph.state.ia.us/hpcp/health_care_access.asp or egloor@idph.state.ia.us.

Appendix

Mental Health Catchment Areas (MHCA)

as of October 31, 2005



Contact:
Carl Kulezyk
(515) 281-7223
Lloyd Burnside
(515) 242-6879

Updated 12/2005 - jpb

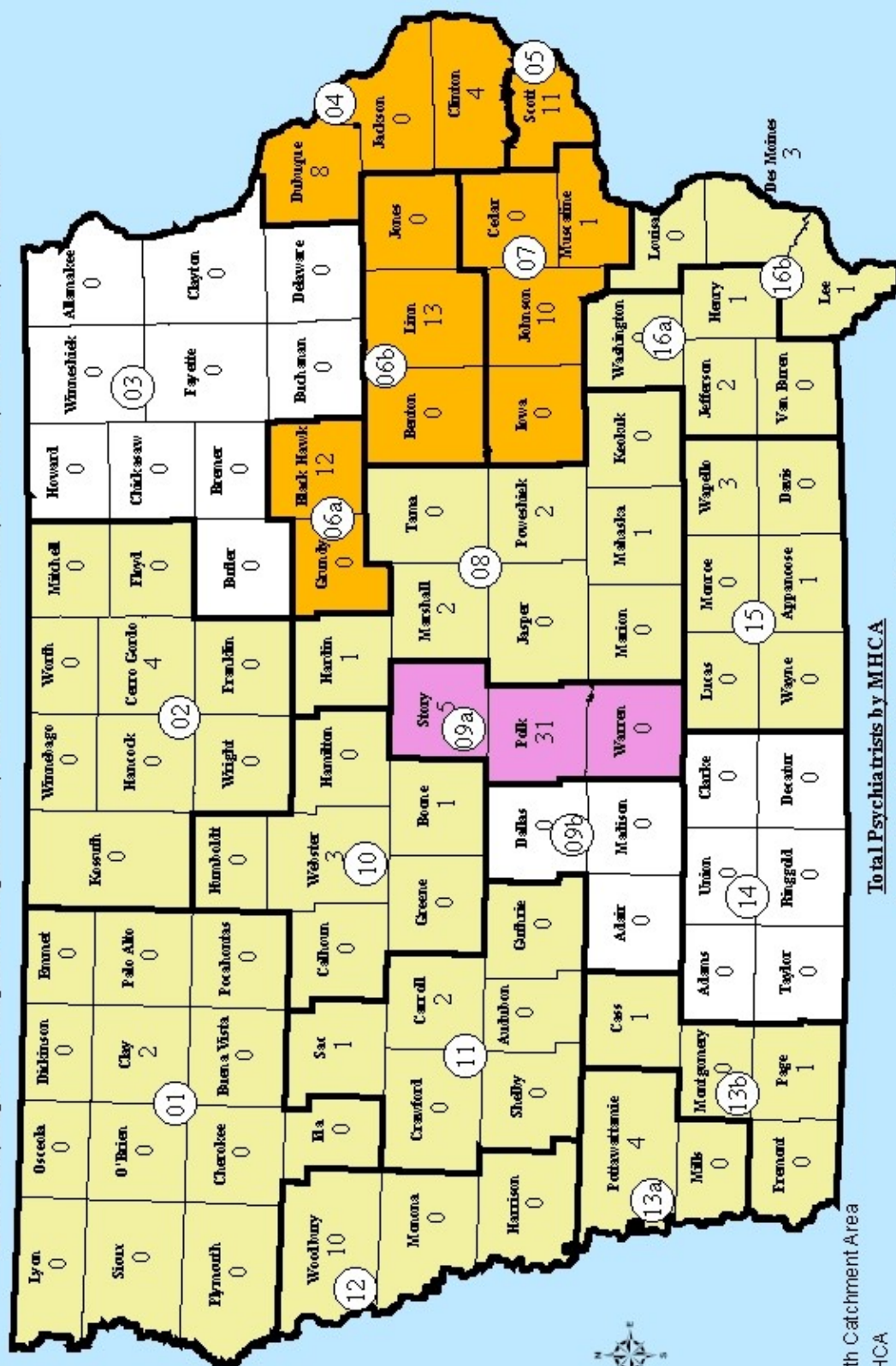
Source:
Iowa Department of Public Health
Division of Health Promotion &
Chronic Disease Prevention
Bureau of Health Care Access
Lucas State Office Building
321 East 12th Street
Des Moines, IA 50319-0075
1-800-308-5986

Map 1: Iowa Mental Health Catchment Areas

Licensed Psychiatrists in Iowa

2005

Number within County indicates Psychiatrists practicing in Iowa
 Excluded from count : 83 Licensed psychiatrists working in one of the following situations:
 Administration, Allopathic & Osteopathic teaching and research, Federal/Veteran Administration, Public Health, State institution, & Student Health.

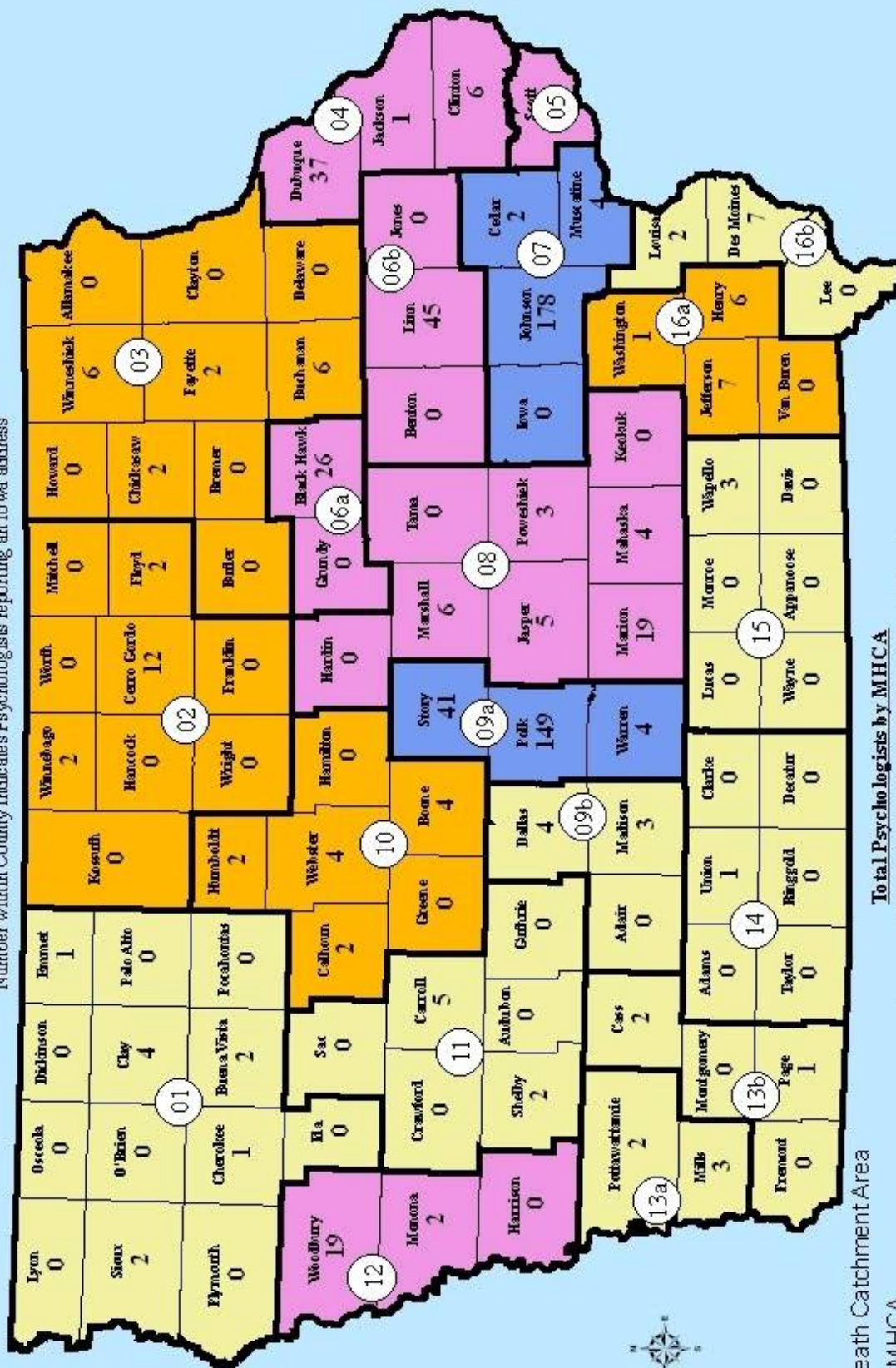


Map 2: Psychiatrists

Licensed Psychologists in Iowa

2005

Number within County indicates Psychologists reporting an Iowa address



○ Mental Health Catchment Area Designation Number

Total = 697

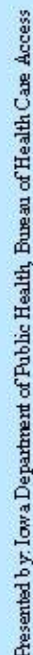
Source : Iowa Department of Public Health, Bureau of Professional Licensure, 3/24/2005

Presented by: Iowa Department of Public Health, Bureau of Health Care Access

Map 3: Psychologists

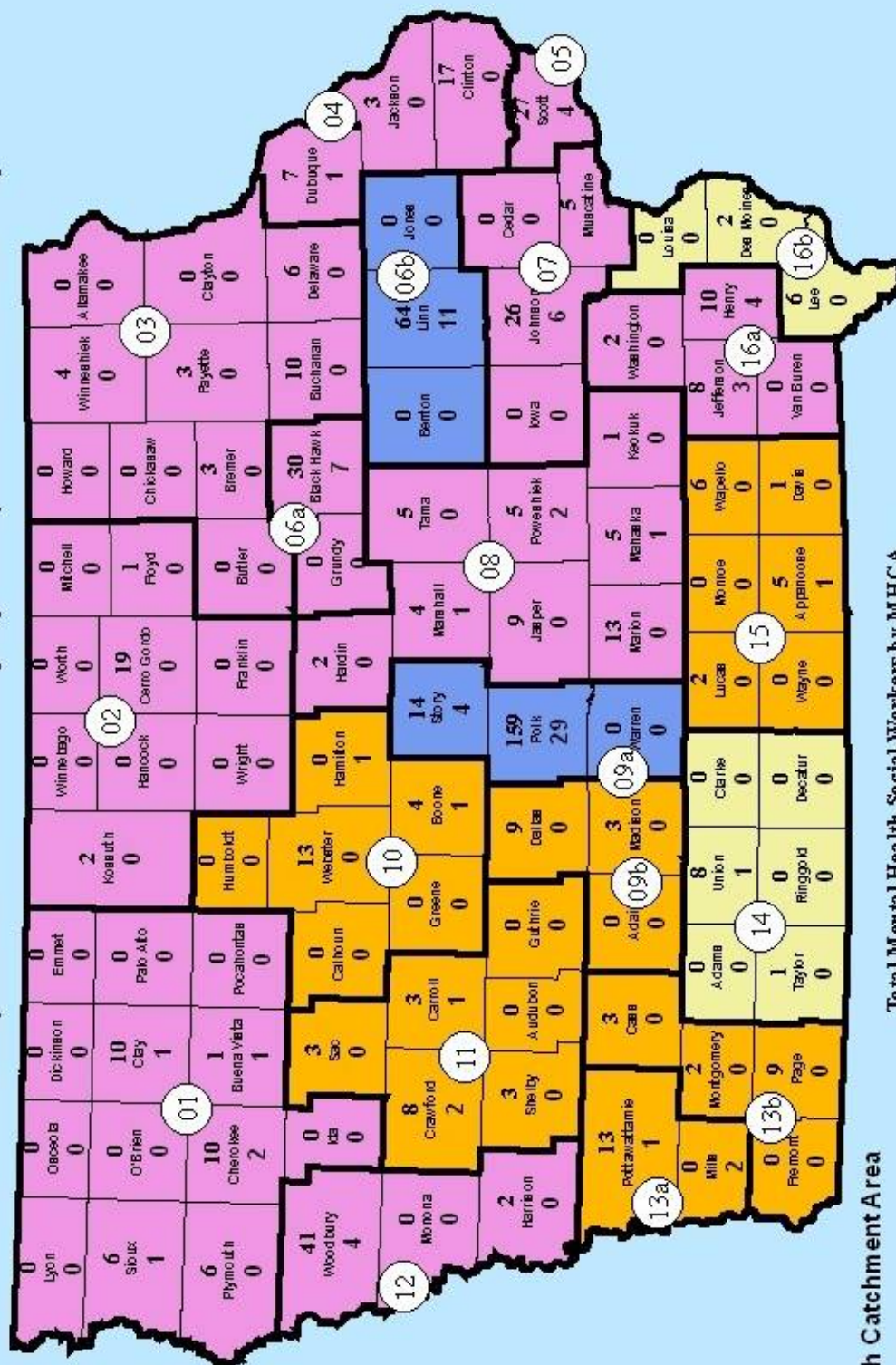
2005

Included in count: Psychiatric Mental Health Nurse Practitioners - 22; Clinical Nurse Specialists Adult Psychiatry - 21; Clinical Nurse Specialists Child/Adolescent Psychiatry - 5



Social Workers Working in Mental Health Settings in Iowa 2005

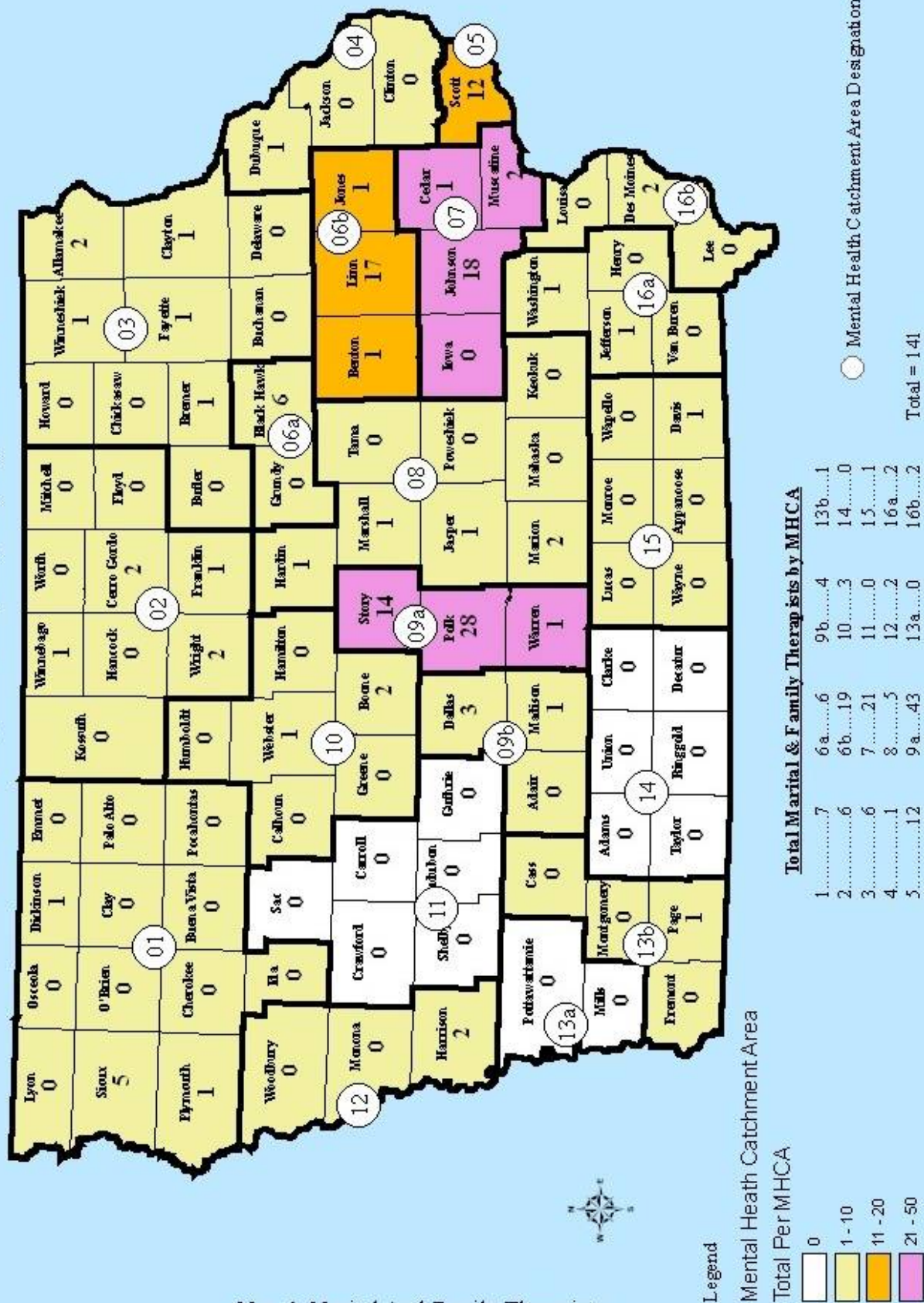
Top number within County indicates all levels of Social Workers reporting a Primary work address in a mental health setting.
Bottom number within County indicates all levels of Social Workers reporting a Secondary work address in a mental health setting.



Map 5: Social Workers

2005

Number within County indicates Family Therapists reporting an Iowa address

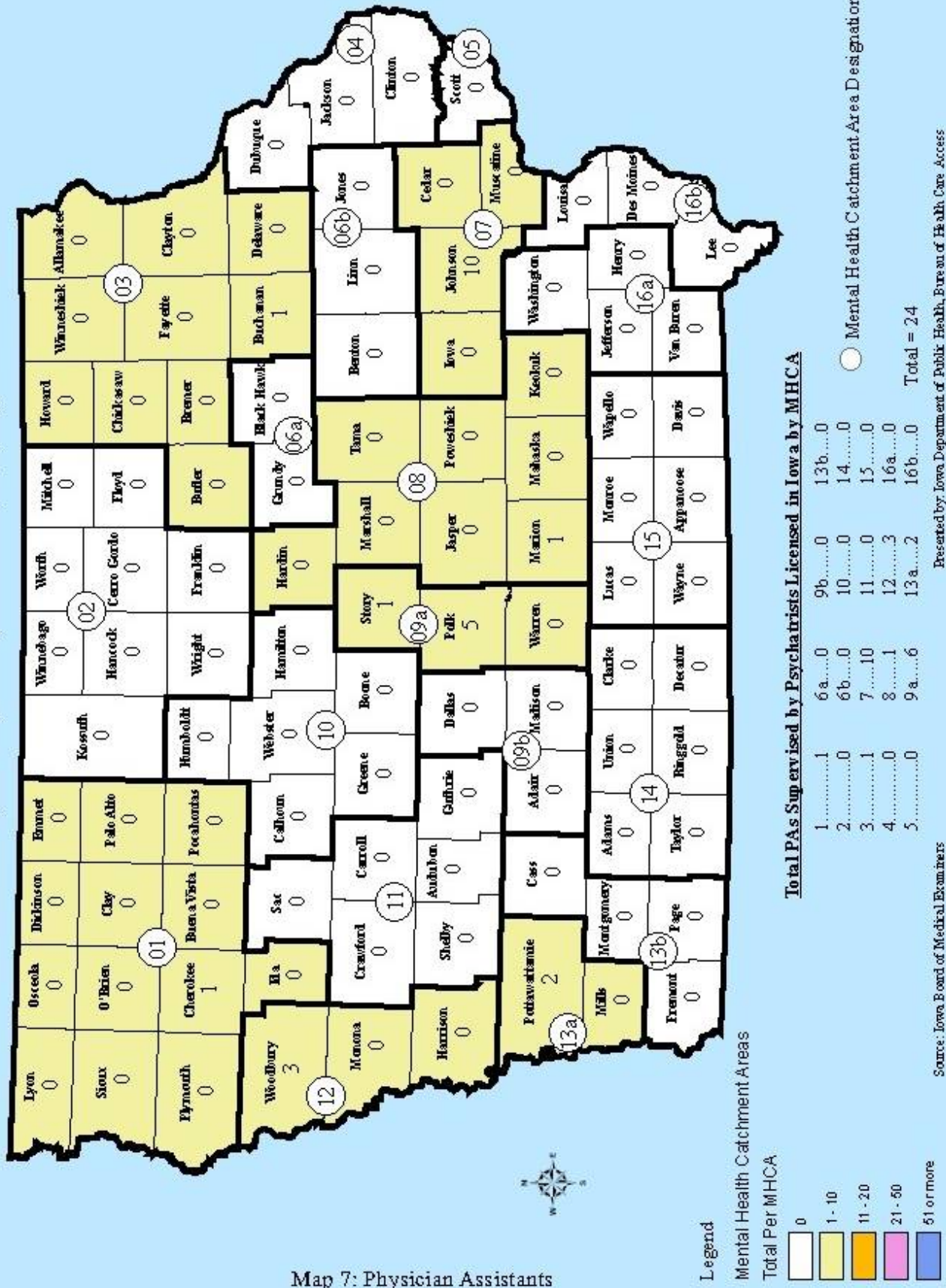


Source: Iowa Department of Public Health, Bureau of Professional Licensure, 1/20/2006

Presented by: Iowa Department of Public Health, Bureau of Health Care Access

2005

Number within county indicates supervised Physician Assistants (PAs) reporting an Iowa work address.



2005

Number within County indicates Mental Health Counselors reporting an Iowa address



Mental Health Catchment Area Summary All Professions

MHCA	Psychiatrist	Psychologist	ARNP	Social Worker	MFTs	PAs	MHCs	Total	*Population/ MHCA	Per 1000
1	2	10	3	38	7	1	21	82	195,221	2.4
2	4	16	-----	22	6	-----	14	62	148,154	2.4
3	-----	16	2	26	6	1	15	66	177,825	2.7
4	12	44	4	28	1	-----	38	127	159,588	1.3
5	11	43	-----	31	12	-----	16	113	158,668	1.4
6a	12	26	-----	37	6	-----	44	125	140,381	1.1
6b	13	45	5	75	19	-----	30	187	237,230	1.3
7	11	184	11	38	21	10	38	313	186,586	0.6
8	6	37	2	48	5	1	25	124	198,041	1.6
9a	36	194	9	206	43	6	132	626	495,253	0.8
9b	-----	7	-----	12	4	-----	12	35	63,012	1.8
10	4	12	2	19	3	-----	10	50	114,759	2.3
11	3	7	2	20	-----	-----	9	41	81,248	2.0
12	10	21	1	47	2	3	16	100	129,563	1.3
12a	4	5	3	16	-----	2	12	42	102,251	2.4
13b	2	3	-----	14	1	-----	6	26	51,441	2.0
14	-----	1	1	10	-----	-----	6	18	47,040	2.6
15	4	3	-----	15	1	-----	3	26	82,481	3.2
16a	3	14	1	27	2	-----	6	53	64,996	1.2
16b	4	9	2	8	2	-----	16	41	92,586	2.3
Total	141	697	48	737	141	24	469	2257	2,926,324	1.3

*Population Source: U.S Census 2000 Data